

Exhibit 21

and regulations of the Board of Regents. The Exhibits are all records: (1) made at or near the time of institution; (2) kept as a regularly conducted activity of the University; and (3) are made as a regular practice of the University.

4. The Exhibits are as follows:

- a. Exhibit 4 is a Recommendation for Change in Academic Rank/Status for Assistant Professor James Richard Lowery, Jr., signed by the University President's designee Maurie McInnis on October 24, 2016, reflecting the President's approval of Professor Lowery's promotion to Associate Professor effective September 1, 2017.
- b. Exhibit 5 is a Dean's Evaluation by then-Dean Jay Hartzell dated October 24, 2016 recommending the promotion of Richard Lowery to Associate Professor.
- c. Exhibit 7 is University of Texas System Board of Regents' Rule 31004, Rights and Responsibilities of Faculty Members.
- d. Exhibit 8 is University of Texas System Board of Regents' Rule 60101, Acceptance and Administration of Gifts.
- e. Exhibit 9 is University of Texas at Austin Handbook of Operating Procedures 3-2031, Gifts: Solicitation, Acceptance, and Management.
- f. Exhibit 15 is University of Texas at Austin Handbook of Operating Procedures 2-2310, Faculty Grievance Procedure.
- g. Exhibit 16 is University of Texas System Board of Regents' Rule 31008, Termination of a Faculty Member.
- h. Exhibit 20 is a table printed from Workday, UT Austin's administrative software for human relations, benefits, and payroll, showing the pay change history for Associate Professor James Richard Lowery from October 25, 2018 through March 14, 2023.

5. I declare under penalty of perjury that the foregoing is true and correct.

Executed on March 14, 2023

DocuSigned by:
Lillian Mills
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Lillian Mills
Dean of the McCombs School of Business